
2019 Indiana Chamber Employer Workforce Survey



SKILLFUL

A MARKLE INITIATIVE



Background

- **12th** annual survey
- **1,005** responses (691 in 2018)
- Responses from **89** of **92** counties
- **41%** of responses from owner/CEO/president

Leading Industries of Respondents

Manufacturing: **17.6%**

Construction: **9.2%**

Healthcare, Social Assistance: **8.5%**

Professional, Scientific, Technical: **8.4%**

of Indiana Employees

5 or less: **18.3%**

6 to 19: **18.0%**

20 to 49: **18.7%**

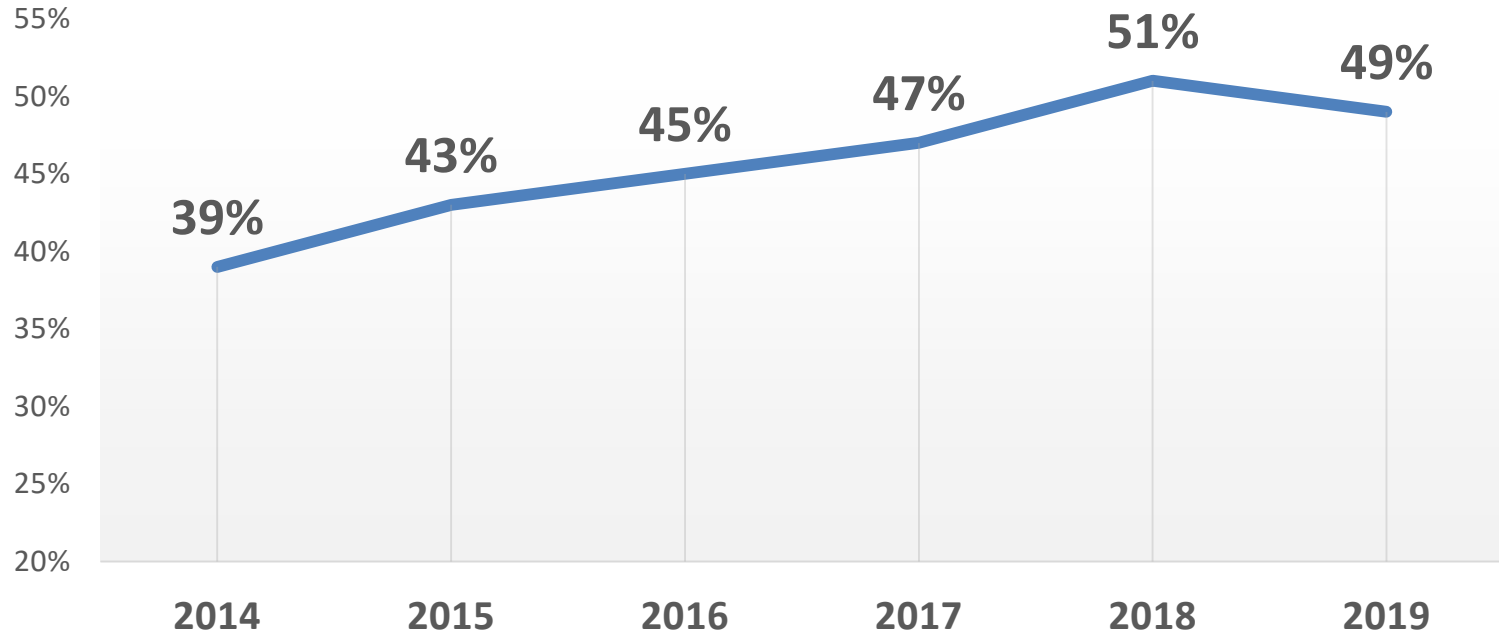
50 to 99: **13.3%**

100 to 499: **19.0%**

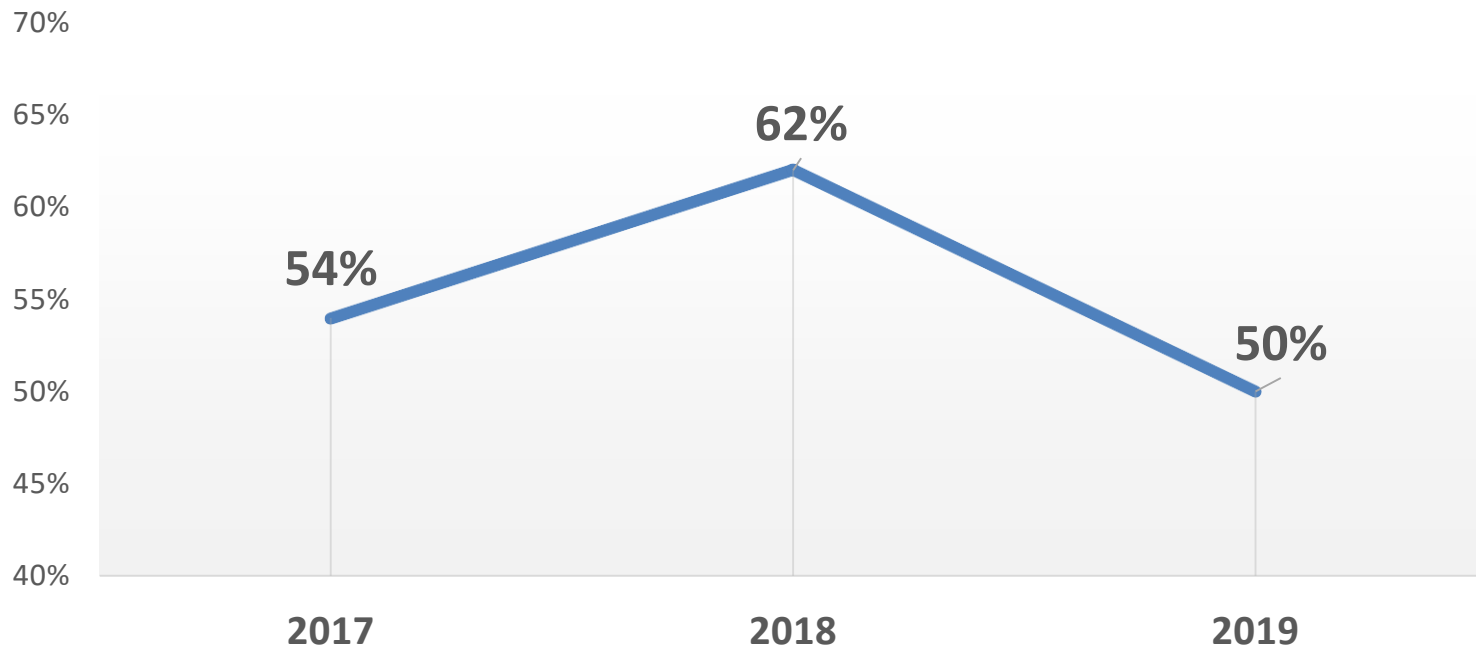
500 to 999: **5.9%**

1,000 or more: **6.8%**

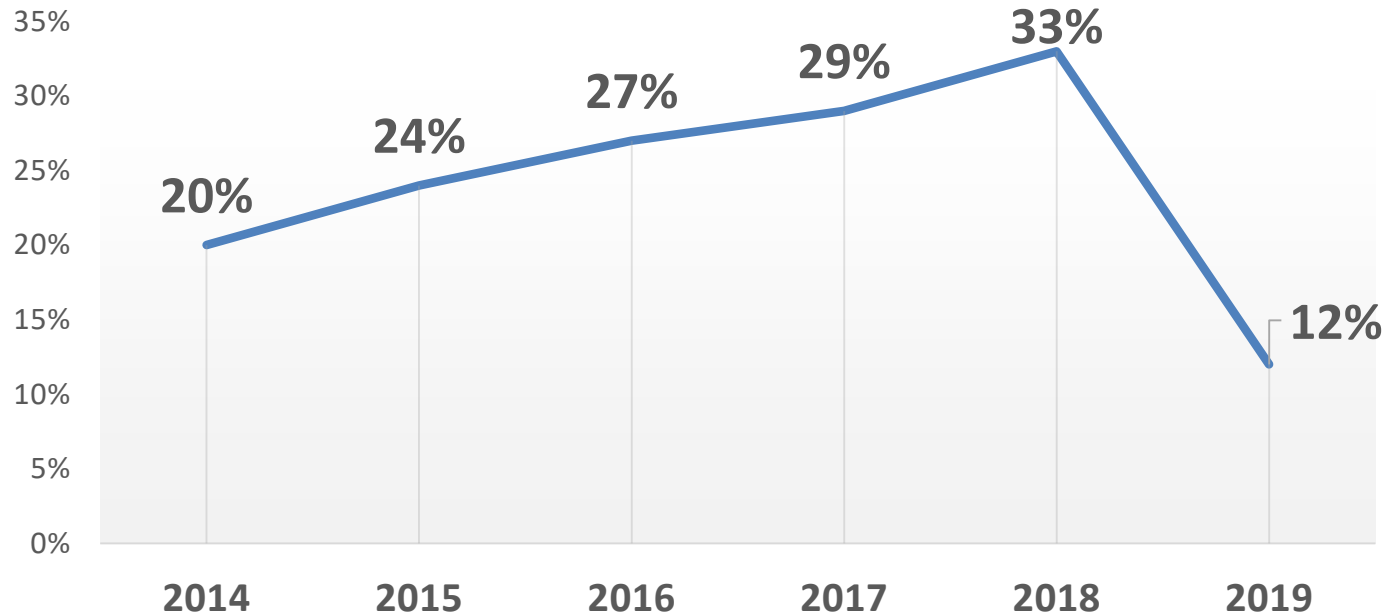
Left Jobs Open in Past Year Due to Underqualified Applicants



Supply of Applicants Does Not Meet Needs

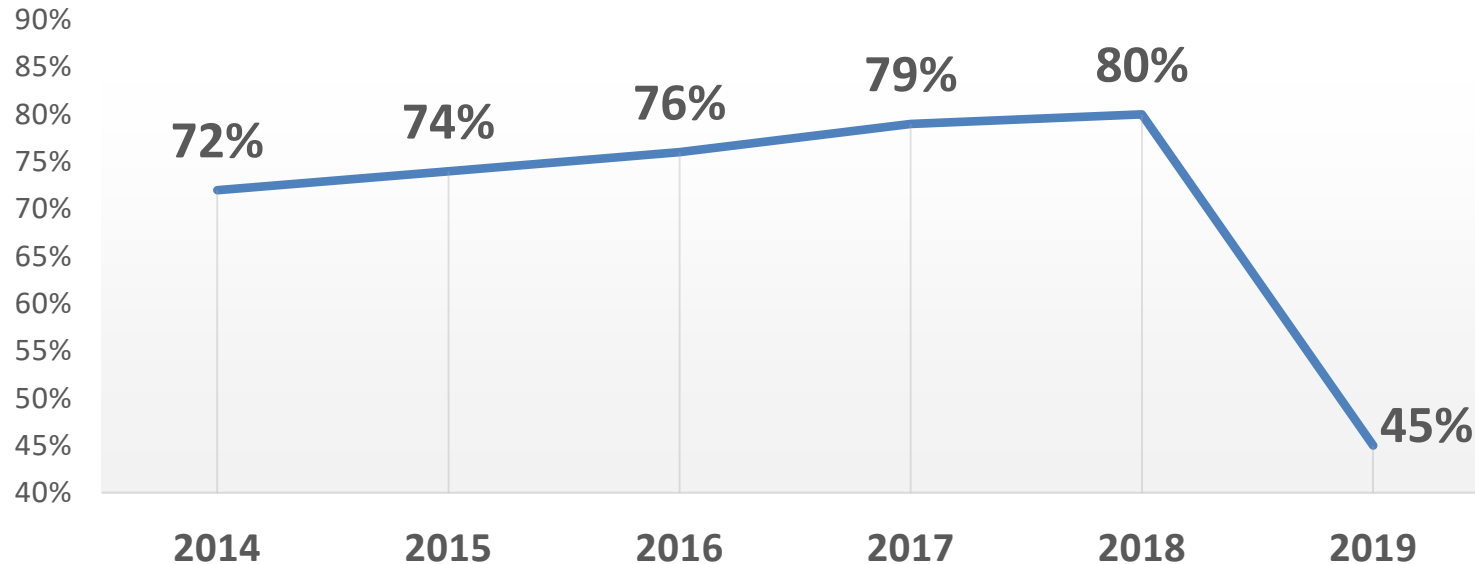


Filling Workforce/Talent Needs... Is Our BIGGEST Challenge

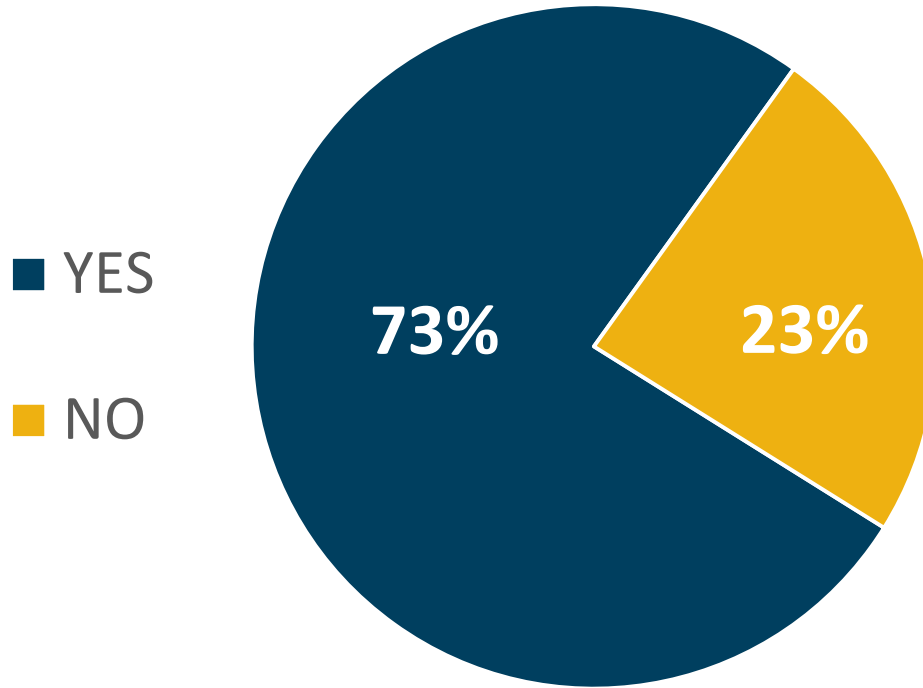


Filling Workforce/Talent Needs Is...

Among Our Biggest Challenges



Is meeting your talent needs a challenge?



Talent Challenges

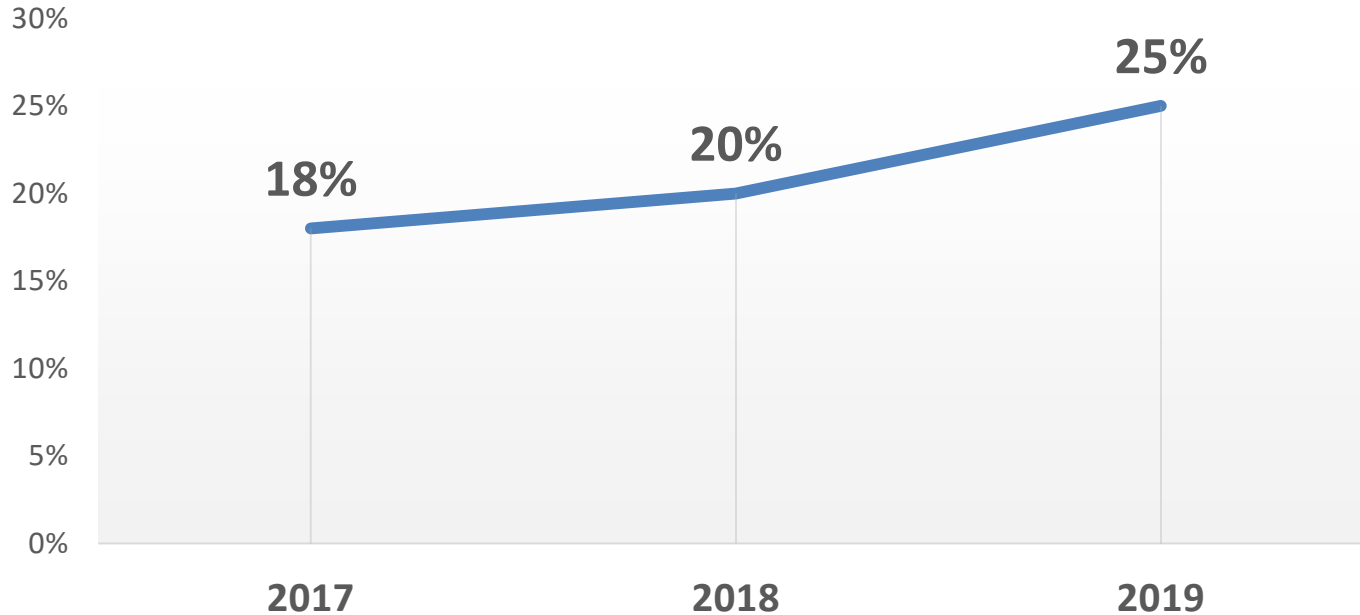
Attracting: 53%

Developing: 30%

Retaining: 30%

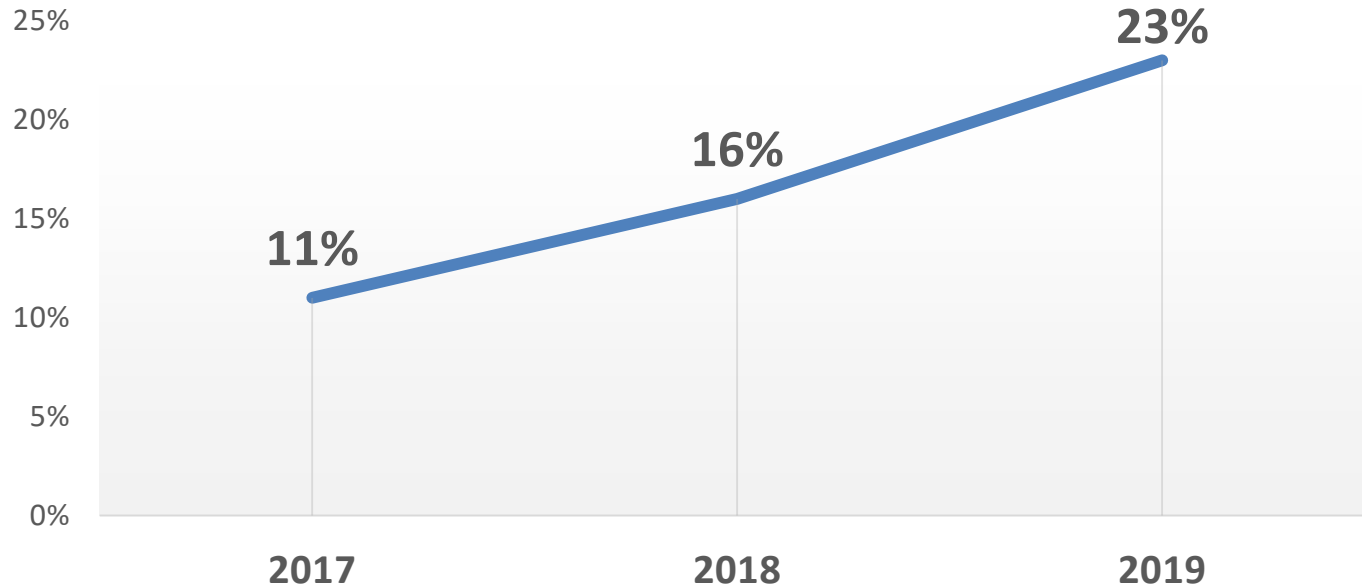
How Are You Filling Open Positions?

Assigning Responsibilities Internally

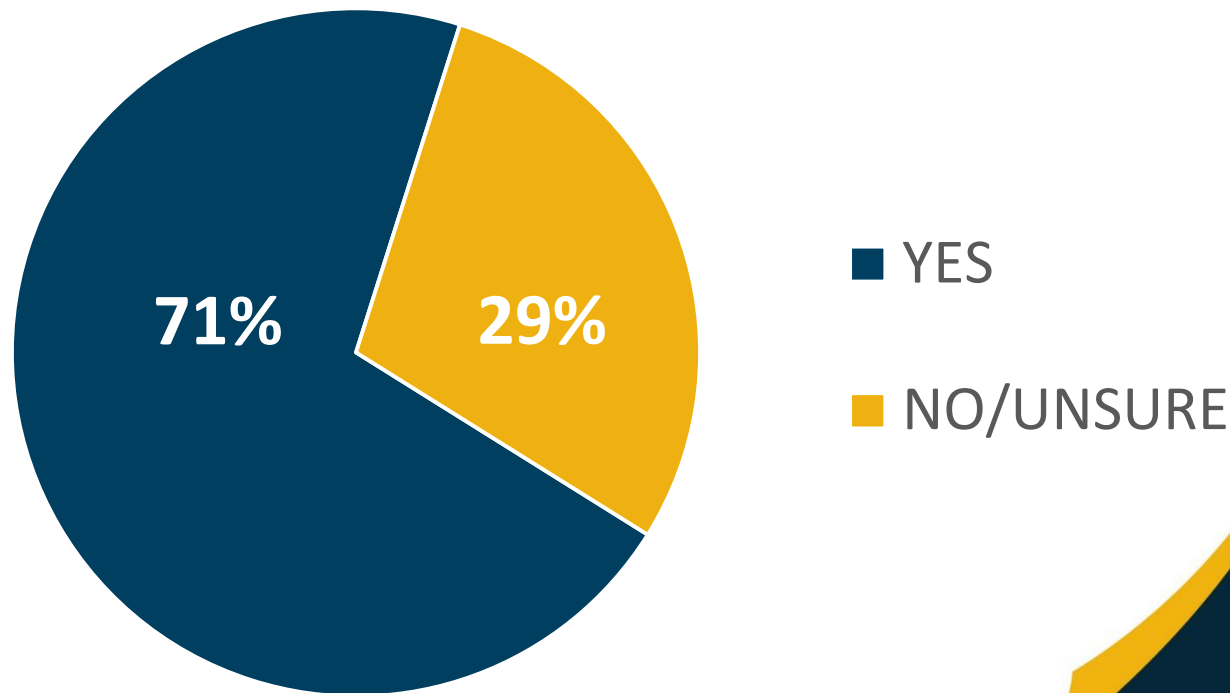


How Are You Filling Open Positions?

Hiring Underqualified Applicants

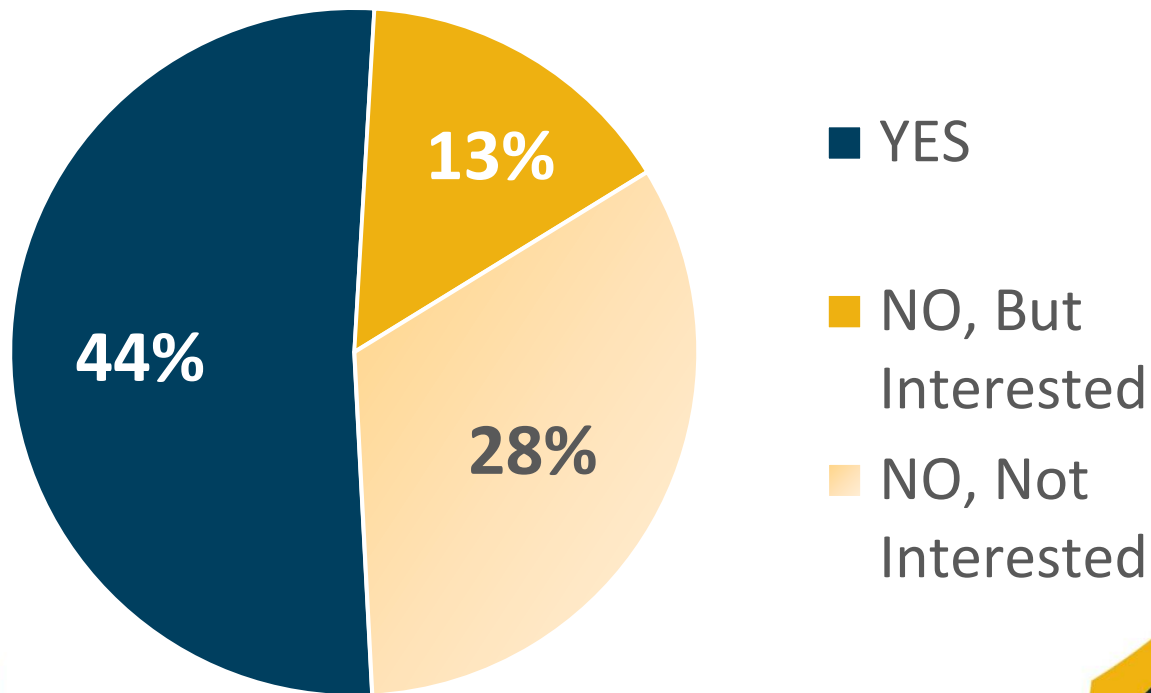


Willing to allow underqualified applicants to work while completing on-the-job training?

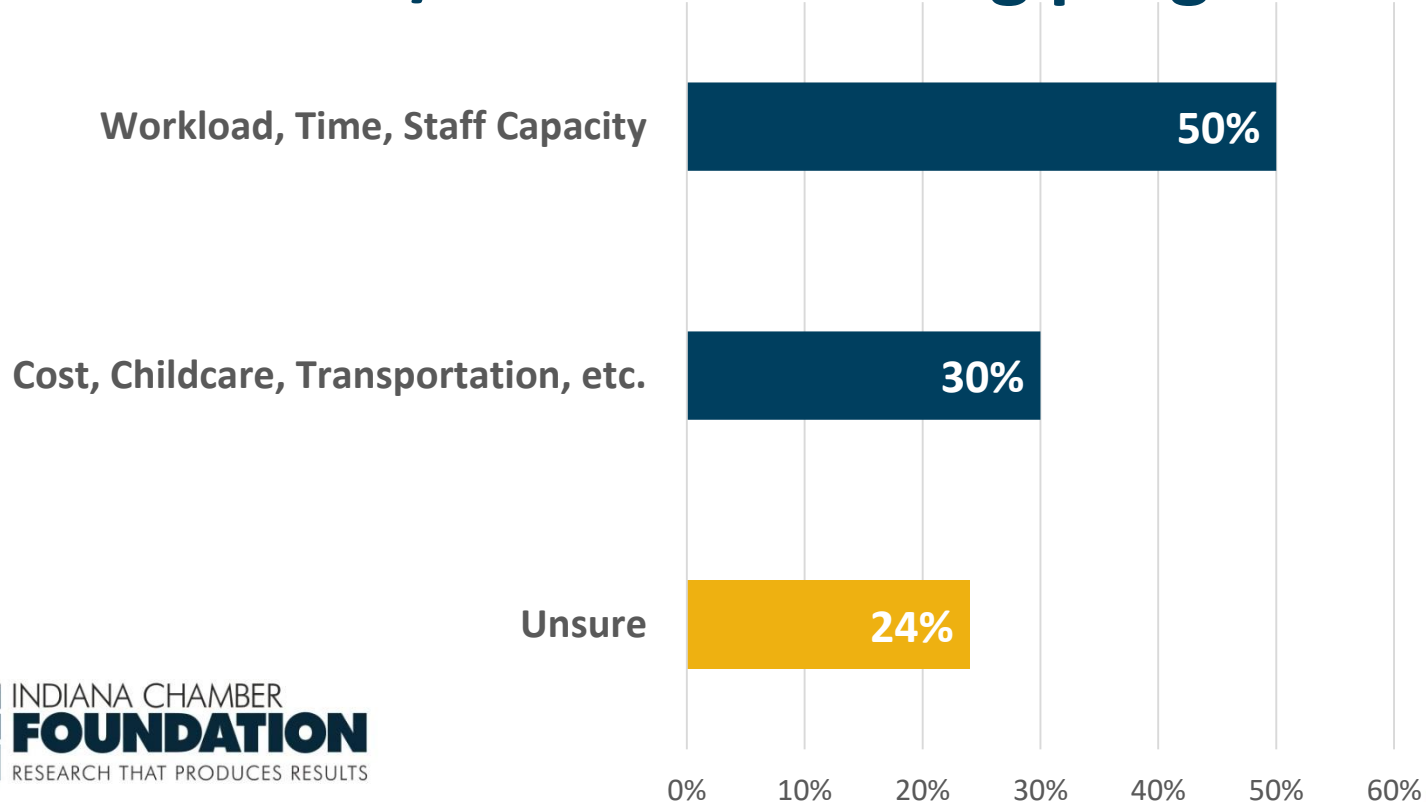


Considering changing HR hiring practices?

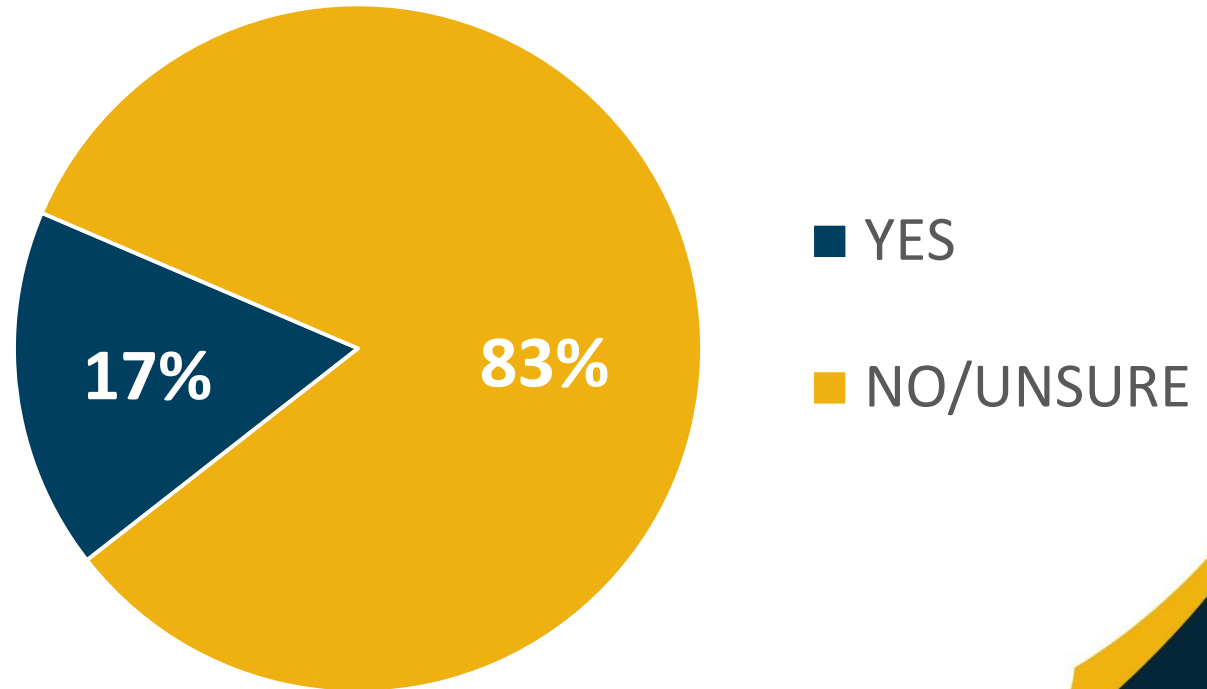
COMPETENCIES vs. CREDENTIALS



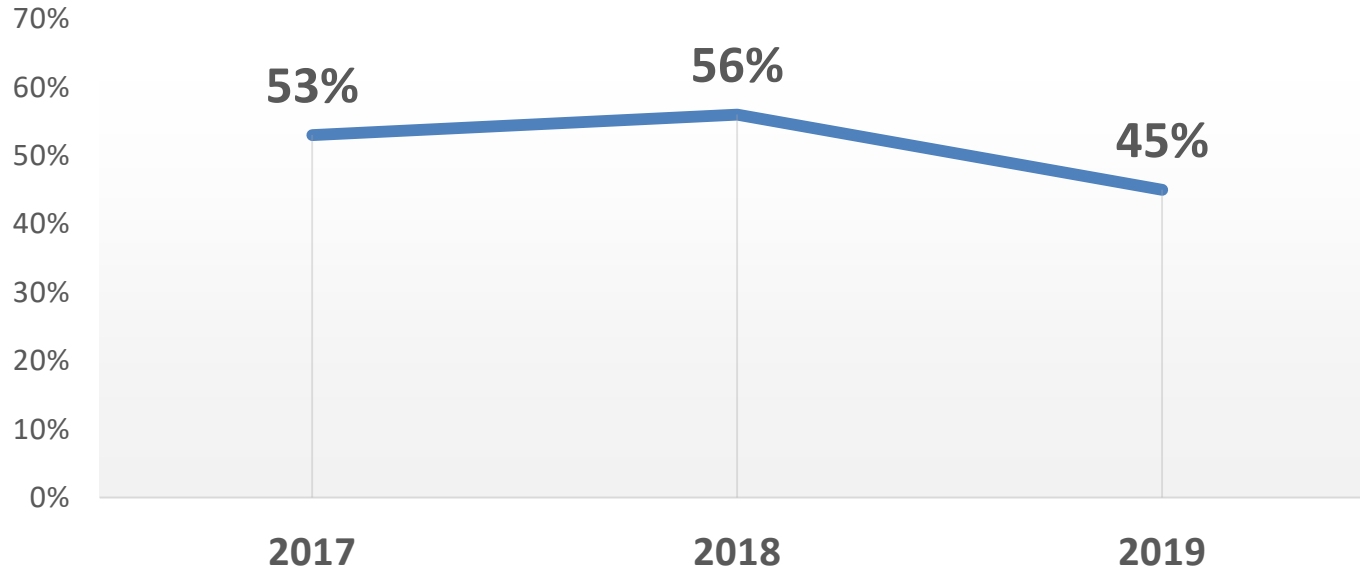
Primary obstacle to employees participating in internal/external training programs?



Taking advantage of **tax credits** for employers who provide an employee education program?



Increase Size of Workforce Next 1-2 Years



Likely to Add High-Wage Jobs (more than \$50,000)

Likely: 48%

Unlikely: 39%

TALENT PARTNERSHIPS

Adding high-paying jobs + partnering to develop talent

66%

NOT adding high-paying jobs + partnering to develop talent

23%

RECRUITMENT PRACTICES

Adding high-paying jobs + using new technology tools

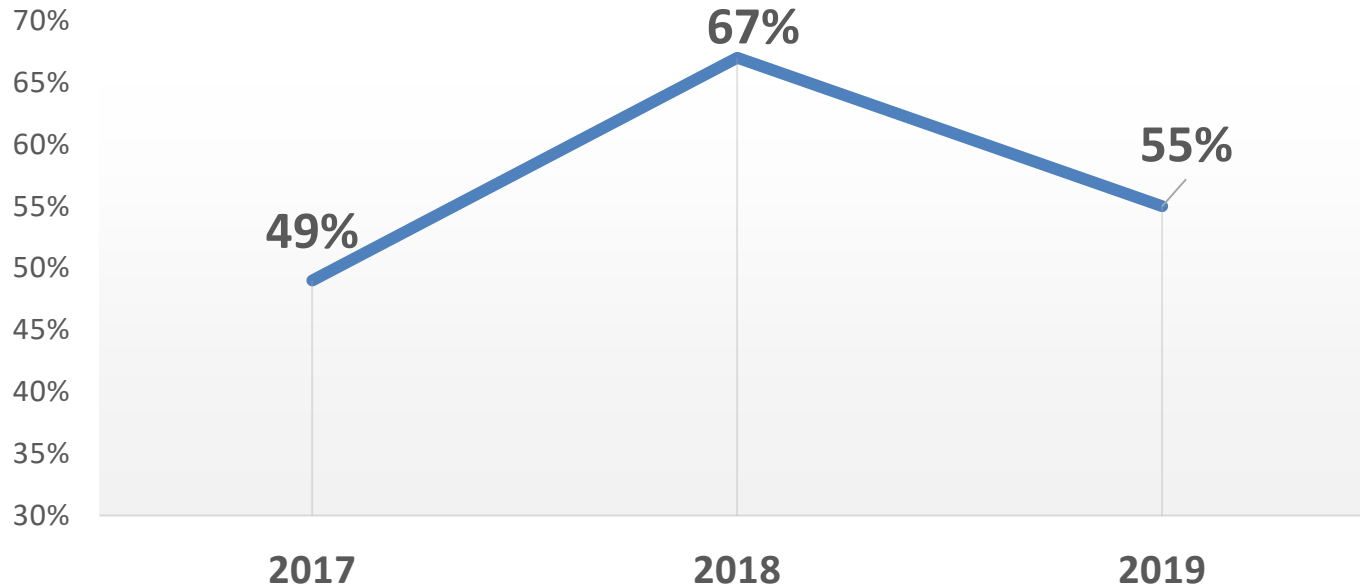
59%

NOT adding high-paying jobs +
NOT using technology in recruitment

55%

Training Largest % of Current Workforce?

INTERNAL STAFF



MISSED OPPORTUNITIES

Work With K-12 Schools, Colleges or Other Training Providers to Develop Current and Future Talent?

58% NO

NO... But Interested in Learning More

15% YES

MISSED OPPORTUNITIES

Work with External Organization to
Develop Work-Based Learning

58% NO

Work with External Organization to
Support Work-Based Learning

54% NO

MISSED OPPORTUNITIES

Work with K-12 Schools on Career Awareness?

50% NO

Other Talent Development Strategies?

40% NONE OF THESE*

*Student site visits, job shadowing,
internships, apprenticeships

Next Level Jobs Grants

65%

Enough Applicants +
Taking Advantage of
State Grants

72%

NOT Enough Applicants +
NOT Taking Advantage of
State Grants

Next Level Jobs Grants

Awareness: **38%**

Taken advantage: **28%**

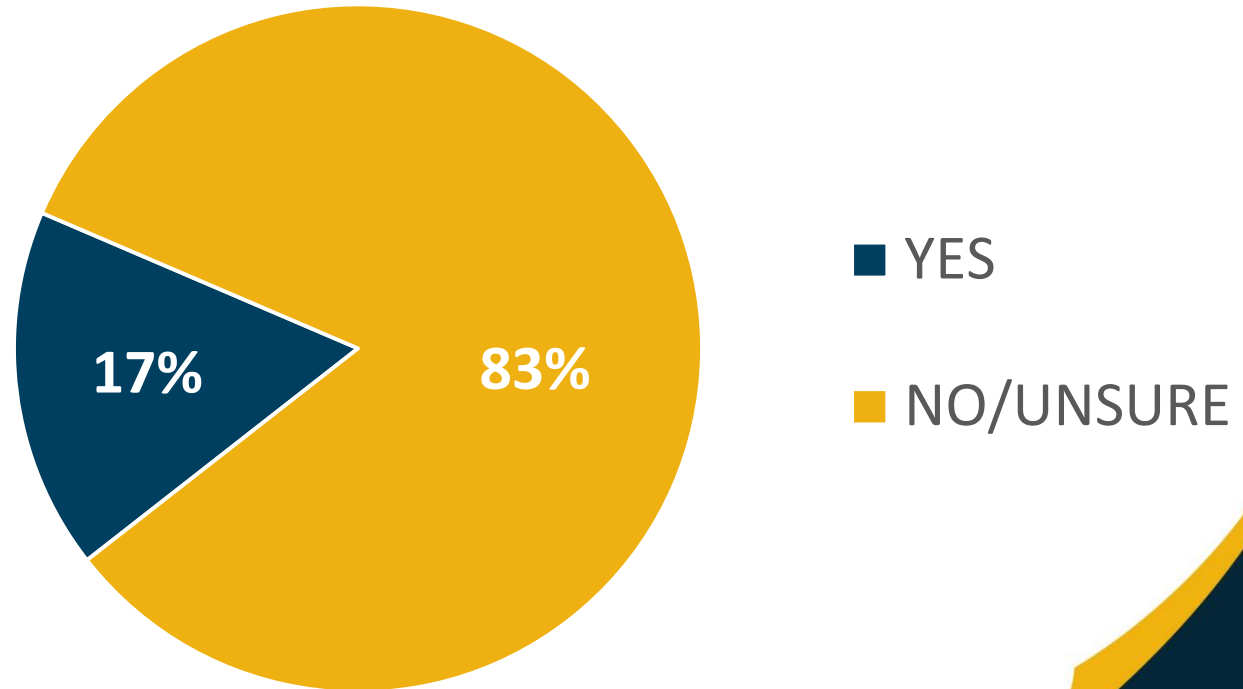
Would like to learn more: **48%**

DIVERSITY OF TALENT POOL

18%

of employers not willing to hire anyone
in following categories: **ex-felons,**
physical disabilities, mental disabilities,
recipients of government benefits

Taking advantage of tax credits for hiring individuals who face significant barriers to employment ?



QUALITY OF PLACE

45%

of employers believe applicants
not attracted to community
where company is located

BUSINESS CLIMATE

Regulatory/Tax Burdens Impeding Company Growth?

63% NO

20% YES

WORKFORCE RECOVERY

Employee Terminated as Consequence of Failed Drug Test?

2018: 52%

2019: 30%



INSTITUTE *for*
WORKFORCE
EXCELLENCE®

ATTRACT
DEVELOP
RETAIN
TALENT

Institute for Workforce Excellence

- Dedicated to helping Indiana **attract**, **develop** and **retain** the talent needed to drive a highly-skilled workforce.
- Helps **companies** and **communities** **cultivate** and **connect** their **talent pipeline** with relevant resources and services, including:
 - 1) **Talent Pipeline Assessment**
 - 2) **Talent Resource Clearinghouse**
 - 3) **Technical Assistance**

DISCUSSION